

BEHAVIOUR POLICY

Mission Statement

Rotunda pledges itself to be a calm, purposeful and happy place where all people find safety; respect and care for themselves, their families and their traditions and can grow personally and socially.

Purpose

The central purpose is that people should learn. **“Good behaviour makes effective teaching and learning possible. Bad behaviour disrupts these processes.”** (Elton Report, 1989)

Behaviour is the way we act and respond to people and to situations we find ourselves in. At Rotunda we expect good standards of behaviour. We will work with our people who may all have different standards of behaviour and help them move from where they are now and find more socially acceptable ways to behave

Aims

- To have mutual respect and tolerance.
- To encourage independence of thought and action.
- To cultivate an acceptance of and responsibility for their own decisions.
- To provide opportunities to develop responsible behaviour and attitudes.
- To have fair and consistent approaches to address inappropriate behaviour.
- Encourage a positive approach of praise as well as one of criticism.
- To work in partnership with agencies.
- To consistently support people to develop appropriate attitudes and behaviour.
- To adhere to the code of conduct within the group which will regularly revisited and added to as part of our PSD work and our people will be encouraged to contribute to the Code of Conduct both in the format and adherence.

To encourage and promote our aims staff will:

- Model exemplary behaviour.
- Treat all with respect.
- Speak politely to each other.
- Build confidence and self-esteem through positive reinforcement.
- Avoid using critical or sarcastic language.
- Recognise effort and achievements on a regular basis and celebrate success.
- Keep all informed about success, efforts and achievements.
- Challenge unacceptable behaviour.
- Work in partnership through regular contact to help improve behaviour.

We will not accept the following behaviour which disrupts the learning of others and may put a learner/s, staff at risk of harm:

- Rude or inappropriate language.
- Acts of aggression or any kind of physical violence.
- Deliberate vandalism.
- Bullying, intimidation, racist incidents, threats -physical, verbal and non-verbal (see Anti-Bullying Policy, Equal Opportunities Policy).
- Total loss of temper.
- Bringing alcohol or illegal substances into Rotunda.
- Bringing a weapon into Rotunda.
- Physical violence.
- These types of incidents will be dealt with immediately and with the highest priority.

If unacceptable behaviour occurs, members of staff will:

- Challenge the behaviour.
- Tell the person what we find unacceptable and why
- Explain how they could have behaved differently, modelling what they could have done or said.
- Try to find out why they are behaving this way.

Rewards and sanctions

Good behaviour is best achieved in the framework of a relaxed, pleasant but firm atmosphere in which people are encouraged to give of their best and fulfil their true potential. The successful management of behaviour and rewards is central to the Rotunda's ethos of providing an environment within which all can develop good relationships, showing care, respect and consideration for each other.

Our Rewards Policy encourages and rewards those who apply themselves and behave in a commendable way to support the ethos of rotunda as role models and to develop their own potential it is not an end in itself and not the main means of promoting positive behaviour and regular attendance, or addressing inappropriate behaviour and irregular attendance. It sets clear standards and expectations that have a purpose and role in the organisations overall strategy. Its purpose relates to improving behaviour for learning, with students achieving changes in their behaviour and taking responsibility for their actions. It is based on robust principles consistent with Rotunda's behaviour policy.

- Good behaviour will be praised.
- Suitable rewards will be available when appropriate.
- Rewards will be negotiated with each individual.
- Not everyone will be able to behave well all the time. People who show signs of effort, of trying to improve their behaviour will be praised and rewarded.
- Sanctions will be progressive and dependent on the level and type of behaviour.
- A look, a quiet word will be the first action.

- It will be explained why the behaviour is unacceptable and what is acceptable. We will try to find out why they are behaving this way and treat the situation accordingly.
- If the behaviour is repeated the person will be reminded. A verbal warning will be given.
- If the behaviour continues a further verbal warning will be given.

Awards: Long term criteria

- Consistent effort and achievement.
- Improvement and progression.

Sanctions

- Tutors can discipline learners whose conduct falls below the standard which could be reasonably expected of them. This means that if a learner misbehaves, breaks rule or fails to follow a reasonable instruction the tutor can impose a punishment.
- All punishments must be fair, reasonable, proportionate and not in breach of any legislation.
- Poor behaviour must be addressed and all employees have a professional obligation to highlight and help learners improve their behaviour.
- Discipline is administered with calm, not anger and works best when it is applied thoughtfully, consistently and a distinction is drawn between the poor behaviour and the individual - it is the action not the individual that we are criticising. A learner who perceives animosity or lack of respect from a tutor is more likely to react adversely.
- In the first instance a tutor should attempt to deal with poor behaviour. This is likely to begin with reminding a learner if their behaviour falls below acceptable levels and be increased progressively if they fails to respond.
- Knives and bladed items/offensive: Possession of any bladed item on Rotunda premises will not be tolerated and will result in police intervention.

Malicious Allegations

- Complaints against staff are always investigated thoroughly.
- If after full and thorough investigation, it is the considered view that that allegation against the member of staff was unfounded and malicious; any record of the incident will be removed from the member of staffs file.

Exclusion from College

- Permanent exclusion will be considered for the following:
 - Use of or possession of weapons
 - Drug dealing
 - Serious threats of and actual violence
 - Bullying
 - Persistent and serious breaches of the Rotunda's behaviour policy
 - Where Rotunda believe that a learner's presence in the organisation represents a serious threat to others.



Equality Act 2010

The policy acknowledges Rotunda's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs (SEN)

Monitoring

- The team will monitor the effectiveness of this policy on a regular basis.

Rotunda Policy Review Record

Reviewed by:	Approval date:	Review frequency:	Review date:	Signed:
Maxine Ennis	11 th May 2024	Annual	12 th May 2025	